



Daily Wage Employment Application

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Abstract: The benefits of implementing a web operation platform for businesses, specifically focusing on the Diurnal Pay Envelope Employment operation, which aims to provide a platform for daily wage workers to earn according to their skills and help them upskill through training centers. Such a platform can streamline the hiring process for businesses and reduce the burden of manually hiring workers, which is often time-consuming and expensive. By providing a platform for daily wage workers, businesses can easily find workers with the required skillset, reducing the time and effort required for hiring. Additionally, such a platform can help provide opportunities for weaker sections of society to earn a livelihood, which can have a positive impact on the overall economy. Furthermore, the training centers can help these workers upskill and acquire new skills, which can lead to better job opportunities and higher pay. This, in turn, can help in reducing poverty and inequality, which is a crucial need for many developing countries. Overall, implementing a web operation platform like the Diurnal Pay Envelope Employment operation can have many benefits for businesses, workers, and the economy as a whole.

Index Terms –Diurnal, Employment, Workers, Pay.

I. INTRODUCTION

It's a platform for diurnal pay envelope workers similar as construction workers, motorists, chef, pet babysitter, technicians (electronics and electricals), and computer tackle technicians, where they serve as an hand on the request of stoner for particular work. This platform not only serves for the benefit of diurnal pay envelope workers by furnishing them employment but also provides services to the druggies, as they do not have to search for these workers manually. It provides easy and effective way to search these individualities by searching for their crucial chops. This platform welcomes the people to work as an hand with different skillsets. i.e., A person can have good driving chops, contemporaneously he might be a good plumber.

It seems that this platform is not limited to any specific industry or type of work, but rather welcomes workers with a range of skill sets and expertise. By providing a platform for diurnal pay envelope workers, the platform can help connect these workers with people who require their services. This can help workers find more job opportunities, while also providing convenience and ease for people who need workers with specific skills. Additionally, as you mentioned, the platform can serve as a one-stop-shop for people who need to find workers with different skill sets. Rather than searching for workers manually, the platform can help streamline the process and make it more efficient.

Overall, the Diurnal Pay Envelope Employment operation platform seems to be a useful tool for both workers and people who require their services. It can help connect workers with job opportunities and provide convenience for people who need to find workers with specific skills.

II. LITERATURE REVIEW

(Broughton et al., 2018; Ravenelle, 2019) The flexibility promised by the platforms is an important motivation for taking up gig work, particularly for those who treat platform work as a part-time job. In a study by (Berger et al., 2019), 84% of respondents reported that they valued flexibility over other employment benefits. In practice, however, the promise of flexibility in platform work may be illusory.

(Woodcock & Graham, 2020) Workers report having to remain on the platform for a significant part of the day to access jobs and meet the required star ratings. Moreover, workers are paid by task and may find themselves waiting



unpaid for future tasks to be assigned. Further, workers on Indian ride-sharing and food delivery platforms report having to work long hours for incentives to be credited.

(van Doorn, 2021, Heeks et al., 2020), The relationship between platform work and other types of work is complex. It criticizes platform work as leading to “selective formalization” of employment – workers take on some aspects of formal work, such as a standardized set of contracts and limited negotiation, while also bearing the risks that informal workers take on. Scholars in the Global North have criticized this as leading to increased precarity in employment. In India, however, the impact may be uncertain.

(Surie, 2017) argues that in the context of India’s vast informal economy, the limited formalization by a platform may, in fact, provide a minimum guarantee of income and work. In addition, the requirement of use of formal financial services for this is also supported by (IWWAGE et al., 2020), who found that women on the platform Urban-company were by and large satisfied with the employment and work from the platform. Indeed, platform work has few barriers to entry and is not limited by prior social networks and membership of a community. This means that those from previously disadvantaged groups can now participate in gig work.

(Behera et al., 2019; Heeks et al., 2020; Khatoon et al., 2019; Parthasarathy et al., 2020; van Doorn, 2021; A. P. Kumar, 2019; Stanier, 2019). A significant concern with respect to platform work is the gap between potential earnings and earnings in practice. Since platform workers are formally classified as independent contractors in many jurisdictions, platforms have no obligation to pay them a minimum wage. A representative survey of UK-based workers by the (UK Department for Business, Energy and Industrial Strategy, 2018) found that 25% of workers earned less than the UK minimum wage of GBP 7.50 per hour. Further, in the early years of the platform economy, workers were encouraged to take up platform work with large incentives for each task. This reasons that as the initial funding for platforms ran out, a greater share of the costs was passed to the consumer or the worker. Thus, while (Surie & Koduganti, 2016) report that drivers had incomes as high as Rs. 1 lakh per month in the early years of Ola and Uber, this amount has steadily dropped. Several studies have pointed out that the longer that workers are on a platform, the more incentives and the earning potential of a worker drop.

(Dasgupta, 2021): High-frequency surveys (every 15 days) were conducted for 212 slum-dwelling households in Chennai from February 2019 to February 2020. The households were asked the same set of questions each fortnight, on expenses, income, major shocks and new employment within the household. Many of the households were wage employment, self-employment or employed in retail or construction services. Although 97% of households in the sample had a Jan Dhan bank account, 80% of these accounts had zero balance. Instead, many households used chit funds for savings. Households also borrowed from informal moneylenders, citing ease of access and proximity – of the 766 loans taken during the study period, two-thirds were from informal sources.

(Sharma, 2019), However argues that drivers are vulnerable to extreme changes in policy and changes in fare based on the specific algorithm, and that in the end, both customers and the drivers bear far more risk than the aggregator. In other words, the promise of formalisation by the platform is unfulfilled.

(Nicholson et al, 2017) The paper States about the mobile operation which enhances on the job follow- along support. This study states individual placements and support towards guests in relating challenges in employment.

(Davies and Wehmeyer, 2018) This exploration explains about fulfillment of employment which enhances the quality of life. It also countries about the people with disabilities who in general achieve poor employment openings. This particularly study about iPad grounded App that provides multiple openings for people with intellectual disabilities.

(Baker, Katz flotte and Garza, 2022) The author explains about the study which is aimed to probe the goods of job guiding operation which helps preceptors that work along with youthful grown-ups. The main intention of this operation is to give professional support to preceptors.

(Pentz, 2022) This particular exploration paper speaks about mobile operation that could give individualities to change their fiscal habits by spending lower and saving mode. The main purpose is to clarify mobile operation which would support druggies in making and creating better fiscal opinions.

(Zhang, 2021) The paper quotes about the digital fiscal services and mobile operation for youthful people's digital fiscal knowledge creation. It also countries about the mindfulness on implicit pitfalls Strategies and opinions.



(Walek, Pektor and Farana, 2016) The paper explains the real world problems regarding reclamation procedures and corporates. As opting the job aspirants is veritably much complicated. The exploration paper proposes an operation for selection of job operations which selects people grounded on their soft chops.

(Balogun, 2021) This exploration explains about the emigrants and their challenges with language walls in hunt of employment. This also talks about the operation of mortal centred design approach which explores the walls in communication between the job providers and the job campaigners.

(Gupta and Rakesh, 2010) This paper narrates about the pall computing and the challenges in the real world. It also states about job prosecution and web operation that looks into the number of jobs and interpret the results there of.

(Birgelen, Wetzels and Dolen, 2008) The paper looks into the effectiveness of commercial employment website. It also states about the employment openings, also suggests about employment website which may be particularly effective for certain group of aspirants. This paper also states about developing the effectiveness of websites.

(Dong, 2014) The author narrates about the employment situation and training which is used in tutoring process of web operation development, its designs and styles. It also stimulates pupil’s provocation to learn and help them by analyzing the problems and results.

III. PROPOSED METHODOLOGY

3.1 Operation Process Demonstration (Employee)

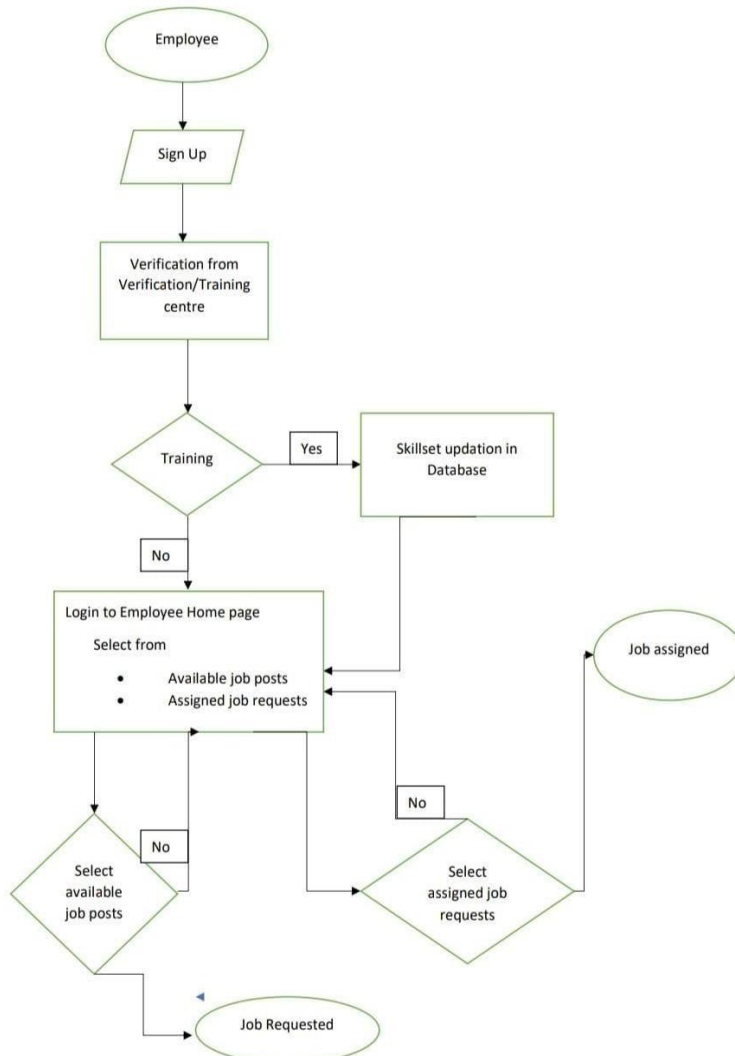
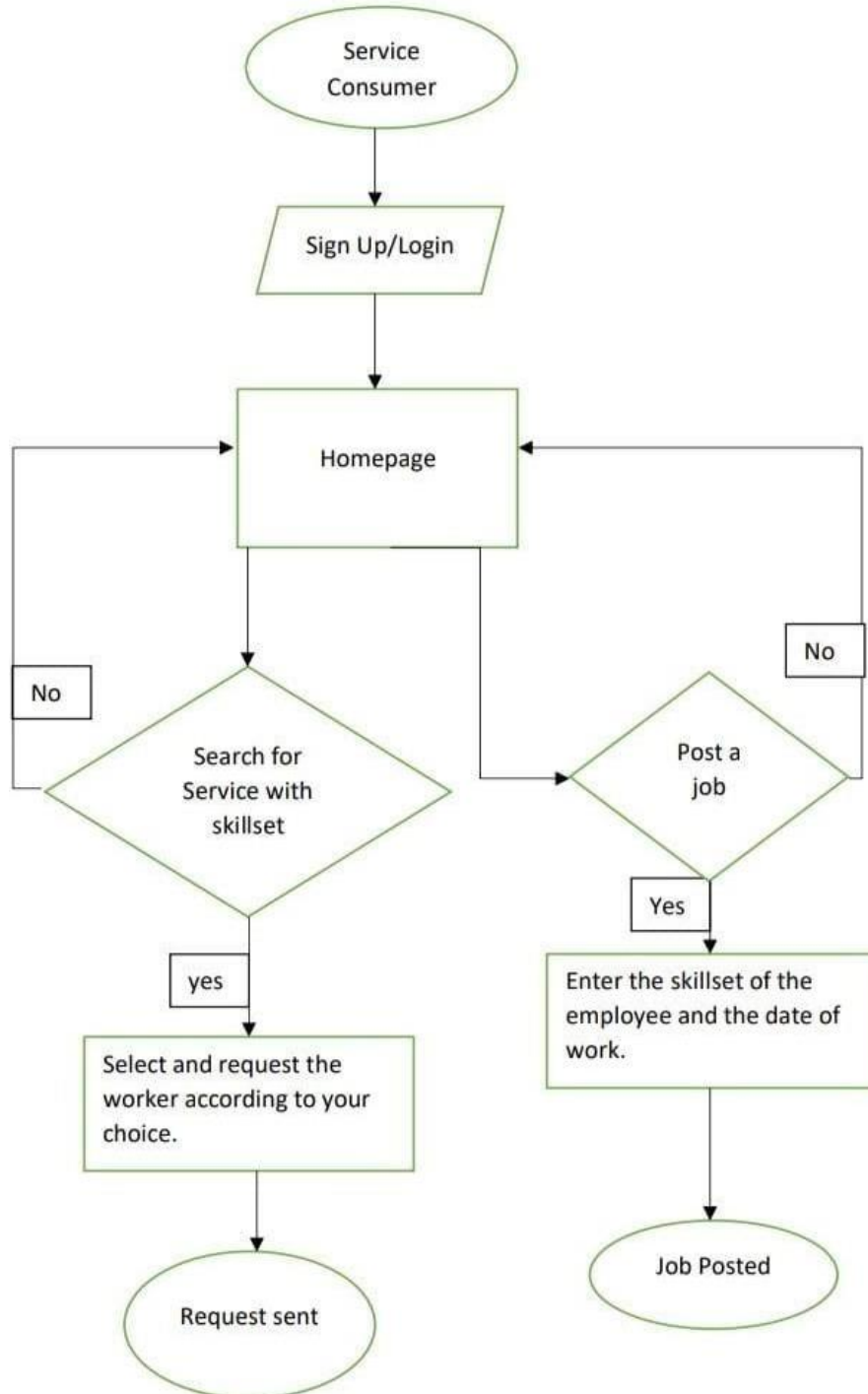


Fig 3.1 Operation Process Demonstration (Employee)



3.2 Operation Process Demonstration (Service Consumer)

Fig 3.2 Operation Process Demonstration (Service Consumer)



IV. OBJECTIVES

- This platform (mobile operation) substantially focuses on the parenting of weaker sections of the society by furnishing them platform to earn according to their crucial chops, so that they can earn well and can contribute inversely for the growth of our Indian frugality.



- This kind of platform is relatively important for the developing nations like INDIA as people over there are ambitious to work but they do not get either proper occasion or they aren't apprehensive of whom to approach for these kinds of jobs.
- In a country like India where over 94% of total working population is part of unorganized sector, there are a lot of people who struggle for their livelihood and are in hunt of work every day. This platform will help similar people to have access to different workshop grounded on their skillsets.
- This design not only provides work to these diurnal pay envelope workers but also plans to up-skill these people by opening up the training centres. A person with further skillsets will always have better access to the work openings. For illustration, a person who works as a painter also learns driving, also on the days when he struggles to find a makeup job, he can work as motorist.

V. USER PROFILES

The following user types are expected for this application:

User	Brief Description of Use Actions
Daily wage workers	They will be having their own employee profile with their skillsets mentioned, wherein they can check and get the work posted by the service consumers based on the matching skillsets.
Service Consumers	These are the people in need of service. They can login to the application, search for the service based on the skillsets and can get services if required.
Training / Verification centres	They will verify, create and update the daily wage workers' profiles.

VI. OPERATION PROCESS

- ❖ Diurnal pay envelope workers who want to work and want to produce a profile will be vindicated and registered along with their skillsets.
- ❖ The workers will be trained or upskilled at the training centres and contemporaneously their biographies will be streamlined.
- ❖ The operation will have two features
 - Search point for Service Consumers :
 - Service consumers can login to the operation using their mobile figures and can search for the workers grounded on their skillsets and position.
 - On searching, applicable listed workers will be displayed along with their conditions.
 - Service consumers can request a service from the named worker from displayed list.
 - Job post point for Service Consumers :
 - Service consumers can login to the operation using their mobile figures and post a job along with the date and skillset.
 - The workers with matching skillsets will get notified and indeed can see the job posts in their available jobs section. They can request for the work from the available job section and communicate the Service Consumers.

VII. CONCLUSION

The study concludes that, Web operation provides business the compass to streamline their operations, effectiveness and effectiveness. Developing a web operation reduces the burden for people in hiring workers manually, which is time consuming and precious process. Through this diurnal pay Employment operation, the job providers will have an easy access to find the job campaigners and in turn the job campaigners can look out for the job which exactly matches their skill set. thus, by doing so, the web operation reduces the burden and overcomes the traditional system which is generally lengthy and complex process.



In conclusion, diurnal pay is a type of payroll system where employees are paid on a daily basis, while employment operation refers to the range of processes involved in managing employees in a business or organization. While diurnal pay is not a very common payroll system, it can be useful in industries such as construction and agriculture, where workers are often hired on a daily basis. Employment operation is a critical aspect of managing a workforce, and it involves a range of activities that ensure employees are recruited, trained, compensated, and managed effectively to achieve business objectives.

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